

# How employers recruit - Technicians and Trades Workers

Findings from the Recruitment Experiences and Outlook Survey (REOS)

As part of the REOS we contact employers across Australia throughout the year to learn about their recruitment experiences and activity. Employers were asked how they recruit new staff and the most important skills and qualities they look for. These are the results for Technicians and Trades Workers.

### **Did employers require an application or interview for their vacancy?**

**Neither**

**Application
only**

**Interview
only**

**Both application & interview**

### At Application stage - Relevant work experience and skills - Qualifications & licences - Willingness to learn - Approach and attitude to work - Communication & interpersonal skills  At Interview stage - Skills, knowledge and experience - Approach & attitude to work - Cultural fit - Qualifications and licences - Communication & interpersonal skills **What were the most important qualities employers were looking for?**

### **Employers most important part of the recruitment process**

Employer Focus

From time-to-time short question modules on topics of interest are added to the REOS. These findings are from the *How Employers Recruit* *Module*, conducted from August 2022 to October 2022. More information about the REOS along with further findings can be found on the JSA website at [jobsandskills.gov.au/data/recruitment-experiences-and-outlook-survey](https://www.jobsandskills.gov.au/data/recruitment-experiences-and-outlook-survey)